

Sadly, the Supreme Court's decision in *Ledbetter* will make it virtually impossible for women workers to close the wage gap and to receive the remedies they deserve when they are discriminated against. This decision represents an enormous step backward for women and for any person alleging pay discrimination.

Lilly Ledbetter's story poignantly coupled with this unfortunate ruling reminds us that wage discrimination persists across our Nation. It is therefore long past time we reversed the Supreme Court's decision in *Ledbetter* and clarified that laws against pay discrimination apply to every paycheck or other compensation a worker receives. And Senator KENNEDY's Fair Pay Restoration Act would reestablish a fair rule for filing claims of pay discrimination based on race, national origin, gender, religion, age or disability.

This bipartisan measure would also impose a reasonable time limit for filing pay discrimination claims and would start the clock for filing pay discrimination claims when compensation is received, rather than when the employer decides to discriminate. Each discriminatory paycheck would restart the clock for filing a pay discrimination claim and as long as workers file their claims within 180 days of a discriminatory paycheck, their charges will be considered timely. This measure would restore the precedent applied by nine courts of appeals and the Equal Employment Opportunity Commission in pay discrimination cases until the Supreme Court's May 29, 2007. It would also maintain the current limits on the amount employers owe.

The bill would also restore congressional intent, by mirroring language prohibiting discriminatory seniority systems, which was included in the landmark Civil Rights Act of 1991. The bill was signed by President George H. W. Bush in 1991, and I was pleased to support this measure which passed with overwhelmingly bipartisan support.

Some contend this bill would "exacerbate the existing heavy burden on the courts by encouraging the filing of stale claims" . . . that it would allow employees to bring a claim of pay or other employment-related discrimination years or even decades after the alleged discrimination occurred. That is simply an exaggeration. The fact is—employers would not have to adjust for salary differences that occurred decades ago. Current law limits back pay awards to 2 years before the worker filed a job discrimination claim under title VII of the Civil Rights Act of 1964, and this bill would not change this 2-year limit on back pay.

I cannot overstate my support for the Fair Pay Restoration Act, and I encourage my colleagues in the Senate to vote for this legislation tomorrow to ensure equal pay for women and minorities in the workforce. Discrimination of any kind in the workplace should not be tolerated. It is time the law reflected that.

Thank you, Mr. President, I request unanimous consent that a copy of my

remarks be included in the CONGRESSIONAL RECORD.

ADDITIONAL STATEMENTS

HONORING RETIRED MAJOR D. BROCK FOSTER

• Mr. BROWN. Mr. President, I wish to honor the service of a great American—U.S. Air Force retired MAJ D. Brock Foster.

A native of Ohio who served his country in World War II, Korea, and Vietnam, Major Foster demonstrated uncommon courage while flying as an A-1 Skyraider during a rescue mission near the Ho Chi Minh Trail on June 28, 1968. At great risk to his personal safety, Major Foster remained in the rescue area amid heavy antiaircraft artillery and enemy fire to make repeated passes to protect the rescue helicopter. Major Foster's selfless heroism enabled the successful rescue of the Navy pilot who had been encircled by hostile forces for more than 39 hours.

Nearly 40 years later, Major Foster is receiving long overdue recognition for his sacrifice and valor and will be awarded the Distinguished Flying Cross. Given to those who distinguish themselves in aerial flight by taking heroic actions above and beyond the call of duty, the Distinguished Flying Cross is a fitting recognition of Major Foster's unwavering dedication to the service of the United States.

I am proud to honor this great Ohioan. His heroic actions and dedication to the U.S. Air Force and his fellow servicemen are an inspiration to all Americans.●

WORKER EDUCATION

• Mr. SMITH. Mr. President, today I highlight the importance of acknowledging and celebrating extraordinary efforts by Americans who have led the way in protecting and preserving America's natural resources. I am honored to congratulate three educational institutions in my State of Oregon, Columbia Gorge Community College, Lane Community College and the Oregon Institute of Technology.

Recently, Columbia Gorge Community College received \$1.6 million to support the college's community-based job training program to develop skilled technicians for renewable energy facilities such as wind, solar, hydropower and biofuels production. The funding is part of the Department of Labor's Community-Based Job Training Grant Initiative to help community colleges provide area students and workers with the skills needed to stay competitive in up-and-coming industries. The program is the only one of its kind on the west coast. Just in the Pacific Northwest, developers of wind energy facilities will need 300-500 additional workers in the next decade. Since the fall of 2007, Columbia Gorge Community College has offered a 1-year Certificate and a 2-year Associate of Applied Science Degree in Renewable Energy Technology.

Lane Community College in Eugene, OR was recently commended for their certificate and 2-year degree programs which train students in energy management and renewable energy. Graduates of the program are in high demand by renewable energy companies. Lane Community College is quickly gaining recognition as a national leader in sustainability and has won five awards in the past 2 years, including the Campus Sustainability Leadership Award from the Association for the Advancement of Sustainability in Higher Education, and the Outstanding College Recycling Program Award from the National Recycling Coalition.

The Oregon Institute of Technology, OIT, also has earned distinction for offering the Nation's first 4-year undergraduate degree program in renewable energy. The Institute is on track to graduate the first class of students this year. Graduating students can seek employment in variety of fields including design, engineering, installation, auditing and programming within the renewable energy sector. Additionally, OIT is working to become the only college campus in the world to be completely powered by geothermal energy.

I believe that we have a responsibility to encourage efforts to increase the availability of renewable energy and conserve our natural resources. Oregon continues to build on a long history of innovation in environmental policy and practice. These community colleges are leading the way in educating these workers and providing highly skilled workers to the rapidly expanding renewable energy sector in our State and the Nation. I commend them for their efforts and pledge my full support as they move forward.●

COMMENDING WAUKESHA HOME DESIGN CENTER

• Ms SNOWE. Mr. President, this week is National Small Business Week, a time to celebrate the critical role small businesses play in powering our economy. Indeed, as ranking member of the U.S. Senate Committee on Small Business and Entrepreneurship, I am constantly reminded of how crucial small businesses are to maintaining our economic vitality. Nationally, small firms represent 99.7 percent of all businesses and have generated 60 to 80 percent of net new jobs over the past decade. On occasion, one of these small businesses goes above and beyond the call of social responsibility with an act of true thoughtfulness and generosity. Michael Costigan and the employees of the Waukesha Home Design Center in southeastern Wisconsin recently answered this call to action and made a difference in their community.

The story begins several weeks ago, when a selfish individual posing as a worker stole a television from the Zablocki Veterans Affairs Medical Center in Milwaukee, WI. This was a cowardly